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ABSTRACT

Data collected by the Association of Research Libraries (ARL) in a survey of salaries of library professionals for the fiscal years 1975-76 are analyzed. Tables and graphs display: (1) personnel distribution by salary level, 1974-76; (2) analysis of salaries at ARL university libraries, 1969-1976, comparing salary indices to consumer price indices; (3) median and beginning professional salaries in ARL libraries; (4) median and beginning salaries in non-university libraries; (5) median salaries in university libraries from 1974-1977 in rank order. (AP)

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ARL
ANNUAL SALARY SURVEY

1975-1976

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November 1976

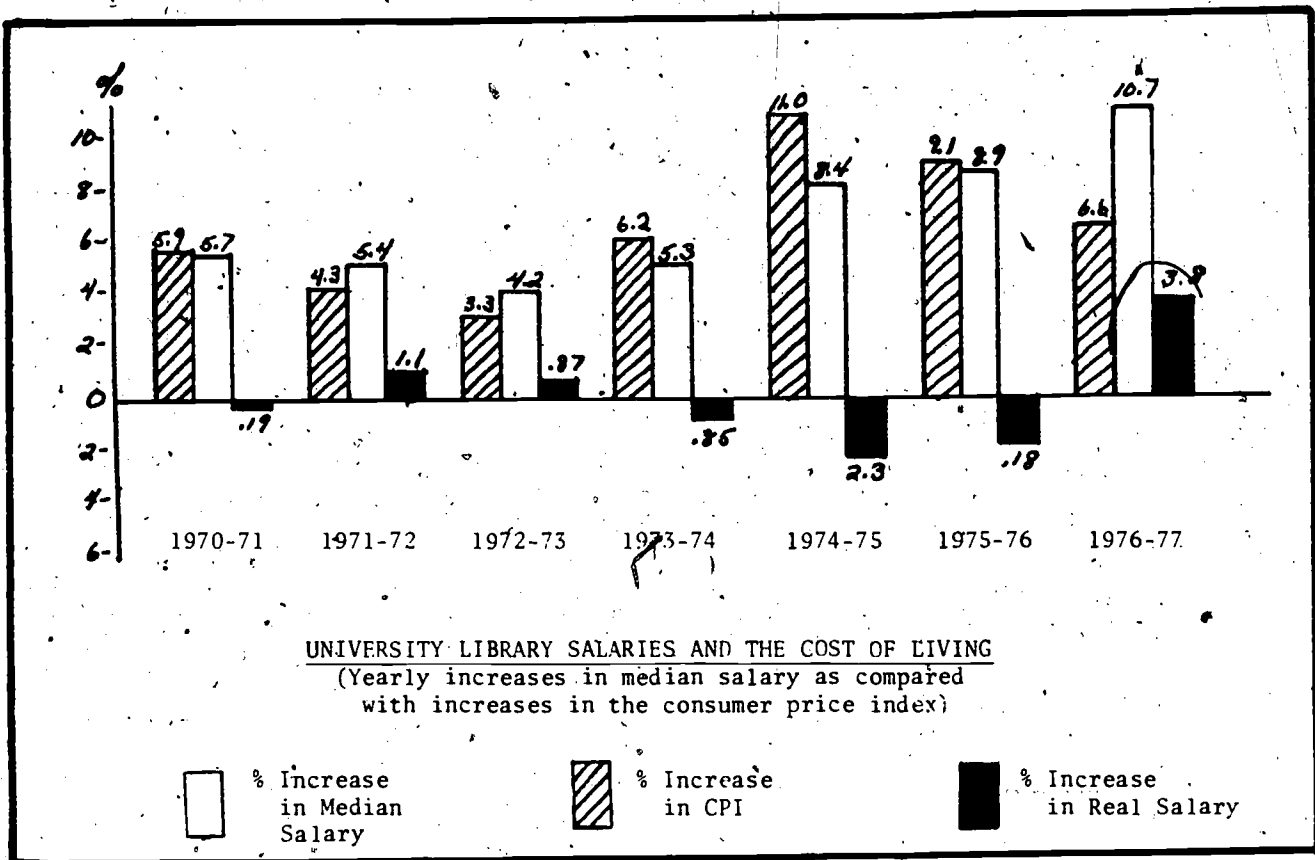
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INTRODUCTION

A review of the salary data provided this year by ARL libraries indicates that ARL university librarians may experience a slight gain (3.8%) in purchasing power this year for the first time in four years (See chart below).



*Note that throughout this report 1969-70 is used as the base year in computing indices.

In analyzing the exact nature of this apparent economic recovery however, certain tradeoff costs must be figured into the computations. For example, in order to provide librarians with an increase in real income, it appears that a number of libraries have had to reduce the size of their staffs. Specifically, in the past year 86 ARL university libraries reduced by a total of 110 the number of professional positions in their libraries.

In addition, the significance of the gradual increase in the proportion of librarians in the higher salary brackets* must be weighed against the professional as well as economic implications of the decrease in turnover rates, which in turn affects the number of librarians being hired at the entry levels.

While each ARL library must analyze and interpret the data from the survey based upon its own interests and needs, it is clear that in our labor-intensive libraries, where approximately 60 percent of the total operating expenditures is used for salaries and wages, the figures as presented may have profound implications, not only for the continuing health of the profession, but also for the quality of services in ARL libraries.

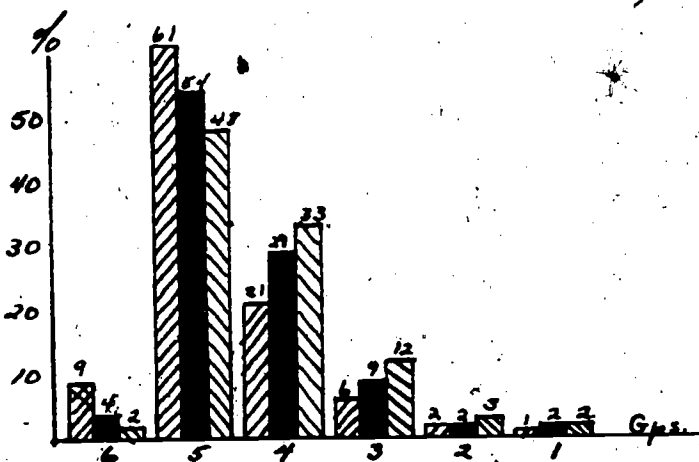
Suzanne Frankie
November 1976

*The graph on page 6 showing distribution of personnel by salary level indicates that in the last three years the proportion of ARL university librarians receiving \$15,000 or more has increased from 30% to 50%, while those receiving less than \$15,000 has decreased from 70% to 50%.

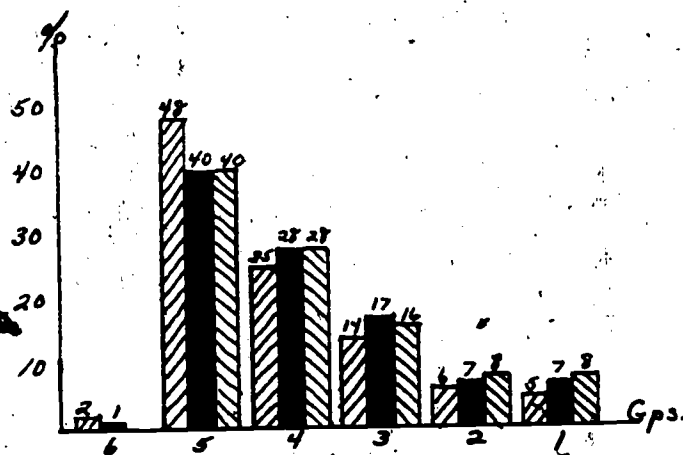
EXPLANATORY NOTES FOR THE ARL ANNUAL SALARY SURVEY.

1. This survey deals with position salaries for the fiscal year 1975-76, as well as for the new fiscal year. For most libraries this means the survey will cover budgeted positions for the period July 1, 1975 through June 30, 1976, and estimated salary figures for July 1, 1976 through June 30, 1977.
2. The survey is concerned with the salaries for professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, system analysts, budget officers, etc.
3. Salaries are reported for all available professional positions, whether filled or unfilled.
4. Salaries are reported for full-time positions only. Part-time positions are computed in terms of full-time equivalents.
5. The salaries for all professional positions are included, regardless of whether the salaries come from the regular library budget or from special funds such as research grants.
6. The salary figures are straight gross figures. Fringe benefits are not included.
7. The median salaries for the total number of positions in both university and nonuniversity libraries are approximations. Exact medians are not indicated because individual salaries are not reported, only salary ranges.
8. When beginning professional salaries are reported as a range, the lower figure is used for the tabulation.
9. Explanatory footnotes to the reported figures are provided when necessary.

PERSONNEL DISTRIBUTION BY SALARY LEVEL, 1974-1976



University Libraries



Non-University Libraries



1974-75

1975-76

1976-77

Group 1 - \$ 30,000 and over
 Group 2 - 25,000 --- 29,999
 Group 3 - 20,000 --- 24,999
 Group 4 - 15,000 --- 19,999
 Group 5 - 10,000 --- 14,999
 Group 6 - 7,000 --- 9,999

PERSONNEL DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by dates show number of professional staff earning salaries in ranges shown in left hand column.

Figures in columns headed by % shown the percent of positions with salaries equal to or above first figure shown in the salary range column (e.g., in 1975-76 13% of the university librarians earned \$20,000 or more).

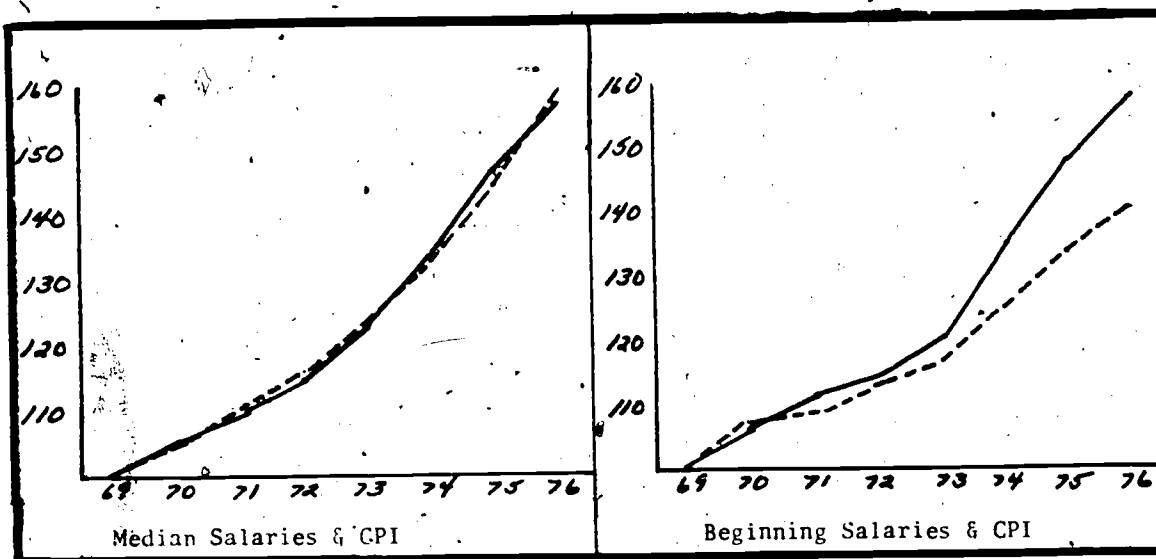
Gp.	SALARY RANGE	UNIVERSITY LIBRARIES				NON-UNIVERSITY LIBRARIES			
		1975-76	%	1976-77*	%	1975-76	%	1976-77*	%
1	\$45,000 or more	2		5					
	44,000---44,999								
	43,000---43,999	1		2					
	42,000---42,999	2		5					
	41,000---41,999	1		3					
	40,000---40,999	7		4					
	39,000---39,999	3		7		1	1	2	1
	38,000---38,999	1		8					
	37,000---37,999	8		11		116		133	3
	36,000---36,999	8		16	1	25	3	16	
2	35,000---35,999	16		11		20		20	4
	34,000---34,999	11	1	18		27	4	28	
	33,000---33,999	18		7		29	5	27	5
	32,000---32,999	10		17	2	40	6	36	6
	31,000---31,999	13		20		27		29	7
	30,000---30,999	23	2	12		39	7	43	8
	29,000---29,999	18		27	3	48	8	53	9
	28,000---28,999	26		49		36	9	32	
	27,000---27,999	31	3	31	4	52	10	59	11
	26,000---26,999	34		46	5	69	12	72	13
3	25,000---25,999	46	4	68	6	105	14	112	15
	24,000---24,999	46	5	97	7	60	16	58	17
	23,000---23,999	103	7	118	9	110	19	110	19
	22,000---22,999	104	8	94	10	127	21	129	22
	21,000---21,999	142	10	175	12	235	26	229	27
	20,000---20,999	172	13	260	16	194	31	178	32
	19,000---19,999	173	16	222	20	186	34	196	36
	18,000---18,999	328	21	352	26	167	38	155	40
	17,000---17,999	333	26	391	31	270	46	281	46
	16,000---16,999	439	32	466	39	372	54	382	55
4	15,000---15,999	594	42	621	49	221	59	211	60
	14,000---14,999	601	51	625	60	266	65	268	66
	13,000---13,999	733	62	714	71	514	77	502	78
	12,000---12,999	823	75	775	84	430	87	438	88
	11,000---11,999	803	87	586	93	497	98	493	99
	10,000---10,999	592	96	308	98	34	99	19	
	9,500---9,999	146	98	66	99	13		12	
	9,000---9,499	75	99	32		11	100	8	100
	8,500---8,999	26		12					
	8,000---8,499	10	100	1	100				

Total Positions	6522	6282	4341	4331
Median Salary (approximate)	\$ 14,000	\$ 15,500	\$ 16,500	\$ 16,560

*Excludes Florida, Hawaii, McMaster & Wayne State University and John Crerar

ANALYSIS OF SALARIES - ARL UNIVERSITY LIBRARIES

The chart and graph here convert into index numbers salary figures for the past 8 years and compare these numbers to the consumer price indices (CPI) which also have been converted using 1969-70 as the base year.



— Consumer Price Indices
 - - - Salary Indices

Year	No. of Libs.	Staff	Median Salary	Median BPS	Median Sal. Index	BPS Index	Consumer Price Index
1976-77	91-2 ¹	6,282	\$ 15,500	\$10,500	159.8	140.0	156.6 ²
1975-76 ³	94	6,522	14,000	10,000	144.3	133.3	146.8
1974-75	88	6,303	12,850	9,387	132.5	125.1	134.5
1973-74	82	6,102	11,850	8,800	122.2	117.3	121.2
1972-73	81	6,009	11,250	8,500	116.0	113.3	114.1
1971-72	78	5,738	10,800	8,200	111.3	109.3	110.5
1970-71	78	5,790	10,250	8,000	105.7	106.7	105.9
1969-70	74	5,428	9,700	7,500	100.0	100.0	100.0

¹Excludes Florida, Hawaii, McMaster and Wayne State University.

²As of August 1976.

³Figures revised from 1974-75 Survey.

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1975-76	1976-77	1975-76	1976-77
Alabama	\$ 11,200	\$ 13,000	\$ 9,000	\$ 10,000
Alberta [* + C]	16,582	18,512	11,749	12,853
Arizona [L M]	13,125	14,070	9,600	10,300
Arizona State [L]	12,550	14,900	9,600	10,300
Boston [* C L M]	11,700	13,300	9,200	9,700
Brigham Young [L]	12,850	13,400	9,500	9,800
British Columbia	18,900	20,738	13,000	13,000
Brown [*]	11,500	11,984	9,500	10,000
Calif., Berkeley [* L]	18,768	20,268	11,472	12,312
Calif., Davis [L]	18,763	20,268	11,472	12,312
Calif., Los Angeles	17,484	18,936	11,472	12,312
Calif., San Diego	17,484	17,712	11,472	12,312
Calif., Santa Barbara	18,096	19,608	11,472	12,312
Case Western Reserve	12,500	14,000	9,500	10,500
Chicago [+]	13,348	14,325	10,500	10,500
Cincinnati [C L M]	13,499	14,500	10,000	10,500
Colorado [* + C M]	15,330	15,835	9,000	10,000
Colorado State	16,000	16,800	10,400	11,200
Columbia [+]	14,650	15,650	10,000	10,200
Connecticut [*]	13,713	14,441	10,140	10,305
Cornell [M]	13,400	14,200	9,700	9,700
Dartmouth [M]	13,977	14,745	9,350	9,800
Duke	12,800	14,150	9,500	10,000

* - See Footnotes.

+ - Excludes salary of head librarian

C - Includes salaries for main campus only

L - Excludes Law Library salaries

M - Excludes Medical Library salaries

N/A - Figures not available

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1975-76	1976-77	1975-76	1976-77
Emory	\$ 11,450	\$ 12,600	\$ 9,300	\$ 10,000
Florida [*]	11,430	11,430	9,300	9,300
Florida State	11,705	12,447	9,000	9,300
Georgetown	13,500	14,500	10,000	10,000
Georgia	12,600	13,200	10,800	12,000
Harvard	14,200	14,862	10,100	10,500
Hawaii	15,648	N/A	11,364	12,624
Houston	14,307	15,078	10,680	10,680
Howard	16,000	16,000	11,640	11,640
Illinois [* C M]	13,420	13,565	9,780	9,900
Indiana [+]	13,000	13,600	9,500	10,000
Iowa	13,200	14,150	10,500	11,000
Iowa State [*]	14,500	15,340	10,400	10,400
Johns Hopkins [* M]	14,040	14,190	10,500	10,500
Joint University	11,025	11,731	8,700	8,900
Kansas [C L M]	13,400	14,183	8,500	10,500
Kent State [C]	13,200	14,550	11,000	11,000
Kentucky [C]	12,490	12,705	9,000	9,000
Louisiana State [* C M]	12,850	13,328	9,000	9,000
McGill [* +]	15,689	16,977	10,950	11,607
McMaster	14,800	N/A	11,000	N/A
Maryland [* C L M]	13,870	14,615	10,000	10,250
Massachusetts	15,119	15,122	9,200	9,600

* - See Footnotes.

+ - Excludes salary of head librarian

C - Includes salaries for main campus only

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M - Excludes Medical Library salaries

N/A - Figures not available

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1975-76	1976-77	1975-76	1976-77
MIT [+]	\$ 14,100	\$ 15,250	\$ 10,100	\$ 10,500
Miami [±]	13,500	14,700	10,000	10,000
Michigan [* + C L]	14,316	15,144	10,308	10,704
Michigan State	13,500	14,000	10,650	11,000
Minnesota [+ L]	15,000	15,965	11,172	11,868
Missouri	11,594	12,125	8,500	8,500
Nebraska	12,524	13,500	9,500	10,500
New York	15,500	16,600	11,000	12,000
North Carolina [* C L M]	12,090	13,000	9,500	10,000
Northwestern	12,940	13,365	9,700	9,700
Notre Dame [L]	12,000	13,000	10,000	10,500
Ohio State [* L M]	14,568	15,288	8,900	10,008
Oklahoma [L M]	11,100	12,122	9,300	9,500
Oklahoma State	12,480	13,440	8,460	9,600
Oregon [* C M]	14,215	16,606	10,614	12,703
Pennsylvania	14,800	15,850	11,000	11,600
Pennsylvania State [+]	16,452	17,160	10,604	11,016
Pittsburgh [+]	12,360	13,380	8,000	9,200
Princeton	12,800	14,050	10,000	10,500
Purdue [C]	14,600	14,700	9,500	9,800
Queen's	14,225	15,950	10,400	11,600
Rice	12,825	14,000	9,300	9,600
Rochester	12,000	13,000	10,500	10,500
Rutgers	15,000	17,000	11,152	11,928

* - See Footnotes.

+ - Excludes salary of head librarian

C - Includes salaries for main campus only

L - Excludes Law Library salaries

M - Excludes Medical Library salaries

N/A - Figures not available

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES
UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1975-76	1976-77	1975-76	1976-77
South Carolina [* C]	\$ 12,300	\$ 13,036	\$ 10,000	\$ 10,300
Southern Calif. [* C L M]	12,584	13,402	8,400	8,400
Southern Illinois [M]	11,784	15,132	10,500	10,500
Stanford [* +]	15,748	16,172	10,000	10,300
SUNY-Albany	14,227	14,743	10,200	10,000
SUNY-Buffalo	14,145	14,671	10,400	10,550
SUNY-Stony Brook [M]	15,000	15,000	10,000	10,000
Syracuse [* C]	12,040	12,787	9,600	9,600
Temple [L M]	13,699	14,779	9,500	9,500
Tennessee	11,710	13,115	9,900	10,625
Texas [L]	14,340	15,315	11,357	11,357
Texas A & M [*]	14,499	14,490	9,408	9,870
Toronto [* C E]	15,657	17,832	10,550	11,500
Tulane	10,653	11,340	8,640	9,500
Utah [L M]	12,100	12,100	9,000	9,500
Virginia [* C]	12,000	13,200	9,600	9,600
Virginia Polytechnic [+]	13,500	14,600	10,500	10,500
Washington [+ L]	13,332	14,064	10,404	10,608
Washington State	13,285	14,110	10,825	11,100
Washington Univ., Mo.	13,250	13,625	9,000	9,000
Wayne State	15,036	N/A	10,356	N/A
Western Ontario [+]	11,972	13,995	10,000	10,800
Wisconsin	13,088	13,365	11,000	11,660
Yale	14,100	15,000	10,000	10,900

* - See Footnotes.

+ - Excludes salary of head librarian

C - Includes salaries for main campus only

L - Excludes Law Library salaries

M - Excludes Medical Library salaries

N/A - Figures not available

**MEDIAN AND BEGINNING PROFESSIONAL SALARIES
NON-UNIVERSITY LIBRARIES**

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1975-76	1976-77	1975-76	1976-77
Boston Public Library	\$ 15,510	\$ 15,910	\$ 11,152	\$ 11,152
Center for Research Libraries	11,839	12,800	9,700	9,943
John Crerar Library [*]	13,560	N/A	10,500	N/A
Library of Congress [*]	15,200	16,000	10,520	11,523
Linda Hall Library	11,800	12,500	9,000	9,700
National Agricultural Library	18,423	19,507	11,046	11,523
National Library of Canada [+]	16,000	16,000	11,105	N/A
National Library of Medicine [*]	21,999	21,999	11,046	11,523
New York Public Library	15,500	15,500	10,500	10,500
New York State Library	13,067	13,414	10,714	10,714
Smithsonian Institution [*]	20,678	21,804	11,046	11,523

* See Footnotes.

+ Excludes salary of head librarian

N/A Not available.

ANALYSIS OF SALARIES - NON-UNIVERSITY LIBRARIES

Year	Total Positions	Median Salary	Median BPS	Median Sal. Index	BPS Index	Consumer Price Index ¹
1976-77 ²	4,331	\$ 16,560	\$ 11,152	146.5	146.7	156.6 ⁴
1975-76 ³	4,341	16,500	10,714	146.0	141.0	146.8
1974-75	4,345	15,100	10,000	133.6	131.6	134.5
1973-74	4,089	14,400	9,969	127.4	131.2	121.2
1972-73	3,663	13,800	9,053	122.1	119.1	114.1
1971-72	3,682	13,200	8,817	116.8	116.0	110.5
1970-71	3,626	12,300	8,398	108.8	110.5	105.9
1969-70	2,951	11,300	7,600	100.0	100.0	100.0

¹Converted to base year of 1969-70.

²Excludes John Crerar.

³Figures revised from 1974-75 Survey.

⁴As of August 1976

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES

Summary of Rankings, 1972-1976

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1972.	1973	1974	1975*	1976	1972	1973	1974	1975*	1976
Alabama	75	62	78	91	77	79	75	2	80	55
Alberta	9	7	9	7	6	11	6	8	2	2
Arizona	44	37	38	59	54	29	33	46	59	48
Arizona State	54	44	54	70	32	60	16	51	59	48
Boston	63	78	85	84	72	51	67	61	78	71
Brigham Young	**	66	75	63	66	**	50	60	63	69
British Columbia	13	6	5	1	1	42	55	10	1	1
Brown	72	66	79	88	88	75	67	70	63	55
Calif., Berkeley	5	3	1	2	2	58	45	22	4	5
Calif., Davis	3	2	2	2	2	57	45	22	4	5
Calif., Los Angeles	8	4	3	5	5	56	45	22	4	5
Calif., San Diego	15	14	11	5	8	55	45	22	4	5
Calif., Santa Barbara	7	8	6	4	4	54	45	22	4	5
Case Western Reserve	51	40	49	72	57	50	51	61	63	34
Chicago	41	49	46	53	47	74	75	30	26	34
Cincinnati	42	41	31	45	42	41	32	10	43	34
Colorado	18	16	25	16	19	40	55	61	80	55
Colorado State	**	**	10	9	12	**	**	33	32	21
Columbia	22	19	21	26	21	17	16	33	43	54
Connecticut	23	20	22	43	46	10	22	29	40	48
Cornell	21	22	34	50	48	39	33	51	57	72
Dartmouth	37	30	42	41	36	38	55	74	73	69
Duke	62	58	66	66	51	73	55	46	63	55
Emory	**	**	83	89	83	**	**	74	74	66
Florida	53	42	75	89	90	62	13	46	74	84
Florida State	71	75	80	84	84	61	79	61	80	84
Georgetown	46	43	44	45	42	26	23	10	43	55
Georgia	61	56	54	68	73	28	23	10	19	10
Harvard	40	24	26	34	33	72	39	30	41	34
Hawaii	**	**	**	13	N/A	**	**	**	9	4
Houston	**	**	41	31	29	**	**	10	21	30
Howard	2	1	4	9	16	1	1	2	3	15
Illinois	29	25	53	50	63	31	23	39	56	67
Indiana	60	55	54	61	62	71	55	74	63	55
Iowa	81	73	65	57	51	25	21	28	26	24
Iowa State	25	36	36	31	22	6	5	35	34	47
Johns Hopkins	52	56	54	40	48	53	36	36	26	34
Joint University	43	70	84	93	89	78	78	85	88	90
Kansas	79	75	68	50	48	76	79	74	90	34
Kent State	**	47	26	57	42	**	67	7	13	24
Kentucky	55	51	72	73	82	37	55	61	80	87
Louisiana State	74	50	53	63	71	43	31	44	80	87
McGill	49	46	48	12	11	70	67	82	18	16
McMaster	**	**	**	22	N/A	**	**	**	13	N/A
Maryland	24	28	34	42	40	9	20	58	43	53
Massachusetts	1	5	8	17	26	24	16	51	78	75

* - Revised based on figures reported 8/76.

** - Institution not an ARL member during this period.

N/A - Figures not available.

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES

Summary of Rankings, 1972-1976

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1972	1973	1974	1975*	1976	1972	1973	1974	1975*	1976
MIT	45	53	70	38	25	49	39	51	41	34
Miami	**	**	**	45	36	**	**	**	43	55
Michigan	12	14	20	31	26	5	7	10	38	29
Michigan State	32	30	37	45	57	16	23	10	22	24
Minnesota	20	23	31	19	17	8	4	9	11	13
Missouri	59	70	81	87	85	15	75	74	90	91
Nebraska	70	77	59	71	64	69	73	70	63	34
New York	11	9	14	15	13	4	8	5	13	10
North Carolina	65	66	61	77	77	68	55	46	63	55
Northwestern	34	39	51	62	68	14	23	46	57	72
Notre Dame	31	65	52	80	77	36	55	74	43	34
Ohio State	19	33	42	28	24	59	74	86	87	55
Oklahoma	78	78	87	92	85	35	55	74	74	80
Oklahoma State	77	70	62	73	65	77	66	81	92	75
Oregon	30	12	29	34	13	18	12	45	23	3
Pennsylvania	27	25	30	22	19	13	11	10	13	17
Pennsylvania State	14	11	7	8	9	7	14	4	23	23
Pittsburgh	39	81	54	75	68	67	82	86	94	86
Princeton	58	53	68	66	54	48	39	51	43	34
Purdue	4	10	11	27	36	34	39	61	63	69
Queen's University	**	**	**	34	17	**	**	**	34	17
Rice	48	61	72	65	57	47	67	70	74	75
Rochester	64	64	67	80	77	12	23	5	26	34
Rutgers	17	13	14	19	10	2	2	1	11	12
South Carolina	**	**	64	76	76	**	**	10	43	48
Southern California	68	33	45	69	66	66	67	82	93	92
Southern Illinois	16	18	18	24	26	46	23	70	26	34
Stanford	26	30	28	11	15	45	39	38	43	48
SUNY Albany	**	**	13	25	35	**	**	30	39	55
SUNY Buffalo	10	21	31	37	39	3	3	10	34	33
SUNY Stony Brook	**	**	14	19	30	**	**	10	43	55
Syracuse	57	66	75	79	81	65	53	51	59	75
Temple	50	74	60	44	34	22	37	36	63	80
Tennessee	76	58	70	84	75	23	23	39	55	31
Texas	56	58	23	30	23	20	33	3	9	20
Texas A&M	36	45	39	29	45	44	37	69	72	68
Toronto	28	25	18	13	7	52	53	39	25	19
Tulane	80	82	86	94	90	80	81	86	89	80
Utah	73	78	81	77	87	64	55	61	80	80
Virginia	67	63	72	80	73	27	52	59	59	75
Virginia Polytechnic	**	**	**	45	40	**	**	**	26	34
Washington	66	35	24	53	54	30	16	51	32	32
Washington State	38	29	62	53	53	63	8	36	19	22
Washington Univ. Mo.	33	52	49	56	61	33	55	61	80	87
Wayne State	6	17	17	18	N/A	21	15	27	37	N/A
Western Ontario	**	**	**	83	57	**	**	**	43	28
Wisconsin	35	38	47	60	68	19	8	10	13	14
Yale	47	47	40	38	30	32	39	39	43	27

* - Revised based on figures reported 8/76.

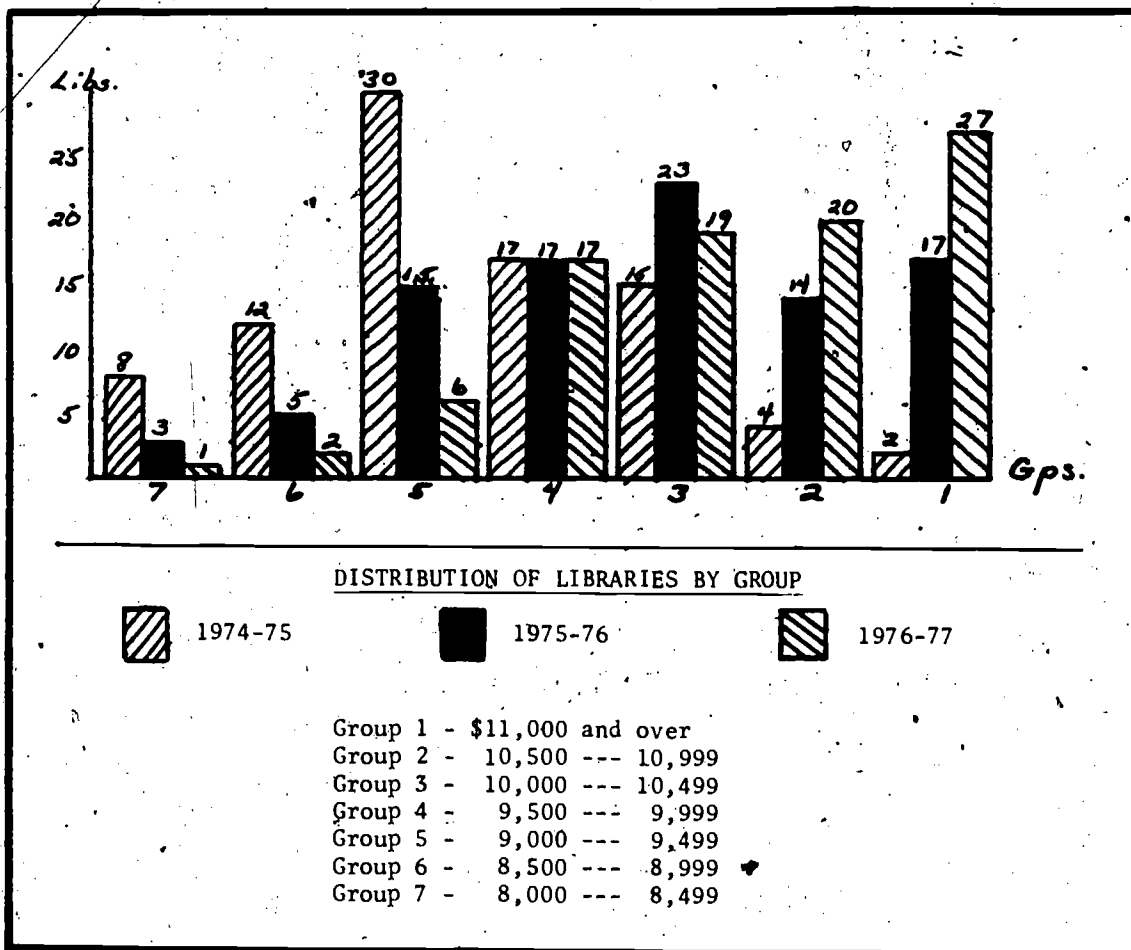
** - Institution not an ARL member during this period.

N/A - Figures not available.

BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES

Rank Order Tables

The tables on pp.18-19 display in rank order beginning professional salaries for each ARL Library. Because in a number of cases there is a relatively insignificant difference in the salary level between two institutions (which are nevertheless given two different rankings), it was decided that a "coarser" ranking institutions was desirable. Therefore, in addition to the individual rankings, institutions are clustered into groups according to ranges of beginning professional salaries. The number of libraries within each group is presented graphically below to illustrate the distribution of libraries by group as well as the change in distribution in the past three years.



BEGINNING PROFESSIONAL SALARIES-RANK ORDER TABLES

1975-76				1976-77			
Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	British Columbia	\$ 13,000	1	1	British Columbia	\$ 13,000
	2	Alberta	11,749		2	Alberta	12,833
	3	Howard	11,640		3	Oregon	12,703
	4	Calif., Berkeley	11,472		4	Hawaii	12,624
	4	Calif., Davis	11,472		5	Calif., Berkeley	12,312
	4	Calif., Los Angeles	11,472		5	Calif., Davis	12,312
	4	Calif., San Diego	11,472		5	Calif., Los Angeles	12,312
	4	Calif., Santa Barbara	11,472		5	Calif., San Diego	12,312
	9	Hawaii	11,364		5	Calif., Santa Barbara	12,312
	9	Texas	11,357		10	Georgia	12,000
	11	Minnesota	11,172		10	New York	12,000
	11	Rutgers	11,152		12	Rutgers	11,928
	13	Kent State	11,000		13	Minnesota	11,868
2	13	McMaster	11,000	2	14	Wisconsin	11,660
	13	New York	11,000		15	Howard	11,640
	13	Pennsylvania	11,000		16	McGill	11,607
	13	Wisconsin	11,000		17	Pennsylvania	11,600
	18	McGill	10,950		17	Queen's University	11,600
	19	Washington State	10,825		19	Toronto	11,500
	19	Georgia	10,800		20	Texas	11,357
	21	Houston	10,680		21	Colorado State	11,200
	22	Michigan State	10,650		22	Washington State	11,100
	23	Oregon	10,614		23	Penn State	11,016
	23	Penn State	10,604		24	Iowa	11,000
	25	Toronto	10,550		24	Kent State	11,000
3	26	Chicago	10,500		24	Michigan State	11,000
	26	Iowa	10,500	3	27	Yale	10,900
	26	Johns Hopkins	10,500		28	Western Ontario	10,800
	26	Rochester	10,500		29	Michigan	10,704
	26	Southern Illinois	10,500		30	Houston	10,680
	26	Virginia Polytechnic	10,500		31	Tennessee	10,625
	32	Washington	10,404		32	Washington	10,608
	32	Colorado State	10,400		33	SUNY Buffalo	10,550
	34	Iowa State	10,400		34	Case Western Reserve	10,500
	34	Queen's University	10,400		34	Chicago	10,500
	34	SUNY Buffalo	10,400		34	Cincinnati	10,500
	37	Wayne State	10,356		34	Harvard	10,500
	38	Michigan	10,308		34	Johns Hopkins	10,500
	39	SUNY Albany	10,200		34	Kansas	10,500
3	40	Connecticut	10,140		34	MIT	10,500
	41	Harvard	10,100		34	Nebraska	10,500
	41	MIT	10,100		34	Notre Dame	10,500
	43	Cincinnati	10,000		34	Princeton	10,500
	43	Columbia	10,000		34	Rochester	10,500
	43	Georgetown	10,000		34	Southern Illinois	10,500
	43	Maryland	10,000		34	Virginia Polytechnic	10,500
	43	Miami	10,000		47	Iowa State	10,400
	43	Notre Dame	10,000				

BEGINNING PROFESSIONAL SALARIES-RANK ORDER TABLES

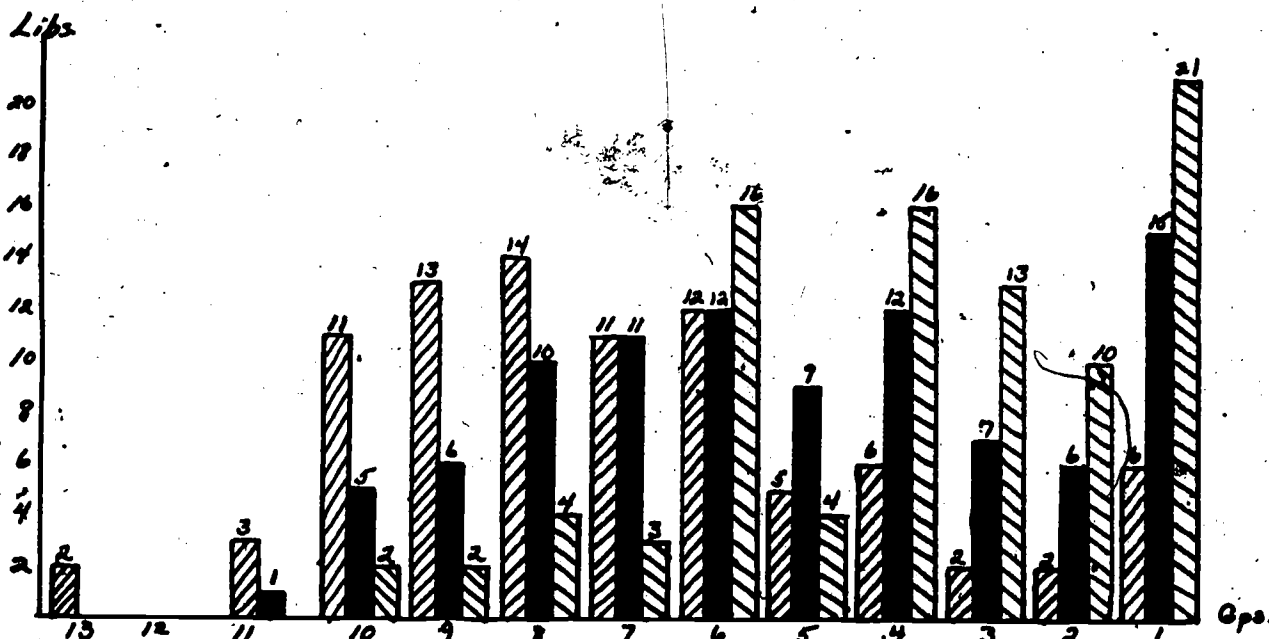
1975-76				1976-77			
Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
3	43	Princeton	\$ 10,000		48	Connecticut	\$ 10,305
	43	South Carolina	10,000		48	Arizona	10,300
	43	Stanford	10,000		48	Arizona State	10,300
	43	SUNY Stony Brook	10,000		48	South Carolina	10,300
	43	Western Ontario	10,000		48	Stanford	10,300
	43	Yale	10,000		53	Maryland	10,250
4	55	Tennessee	9,900	3	54	Columbia	10,200
	56	Illinois	9,780		55	Ohio State	10,008
	57	Cornell	9,700		55	Alabama	10,000
	57	Northwestern	9,700		55	Brown	10,000
	59	Arizona	9,600		55	Colorado	10,000
	59	Arizona State	9,600		55	Duke	10,000
	59	Syracuse	9,600		55	Georgetown	10,000
	59	Virginia	9,600		55	Indiana	10,000
	63	Brigham Young	9,500		55	Miami	10,000
	63	Brown	9,500		55	North Carolina	10,000
	63	Case Western Reserve	9,500		55	SUNY Albany	10,000
	63	Duke	9,500		55	SUNY Stony Brook	10,000
	63	Indiana	9,500		66	Emory	10,000
	63	Nebraska	9,500	4	67	Illinois	9,900
	63	North Carolina	9,500		68	Texas A&M	9,870
	63	Purdue	9,500		69	Brigham Young	9,800
	63	Temple	9,500		69	Darmouth	9,800
5	72	Texas A&M	9,408		69	Purdue	9,800
	73	Darmouth	9,350		72	Boston	9,700
	74	Emory	9,300		72	Cornell	9,700
	74	Florida	9,300		72	Northwestern	9,700
	74	Oklahoma	9,300		75	Massachusetts	9,600
	74	Rice	9,300		75	Oklahoma State	9,600
	78	Boston	9,200		75	Rice	9,600
	78	Massachusetts	9,200		75	Syracuse	9,600
	80	Alabama	9,000		75	Virginia	9,600
	80	Colorado	9,000		80	Oklahoma	9,500
	80	Florida State	9,000		80	Temple	9,500
	80	Kentucky	9,000		80	Tulane	9,500
	80	Louisiana State	9,000		80	Utah	9,500
	80	Utah	9,000	5	84	Florida	9,300
	80	Washington Univ. Mo.	9,000		84	Florida State	9,300
6	87	Ohio State	8,900		86	Pittsburgh	9,200
	88	Joint University	8,700		87	Kentucky	9,000
	89	Tulane	8,640		87	Louisiana State	9,000
	90	Kansas	8,500		87	Washington Univ. Mo.	9,000
	90	Missouri	8,500	6	90	Joint University	8,900
	92	Oklahoma State	8,460		91	Missouri	8,500
7	93	Southern California	8,400	7	92	Southern California	8,400
	94	Pittsburgh	8,000				

McMaster and Wayne State figures not available for 1976-77.

MEDIAN SALARIES IN UNIVERSITY LIBRARIES

Rank Order Tables

The tables on pp. 22-23 display in rank order median salaries for each ARL library. Because in a number of cases there is a relatively insignificant difference in the salary level between two institutions (which are nevertheless given two different rankings), it was decided that a "coarser" ranking of institutions was desirable. Therefore, in addition to the individual rankings, institutions are clustered into groups according to median salary ranges. The number of libraries within each group is presented graphically below to illustrate the distribution of libraries by group as well as the change in distribution in the past three years.



DISTRIBUTION OF LIBRARIES BY GROUP

1974-75

1975-76

1976-77

Group 1 - \$15,500 and over
 Group 2 - 15,000 --- 15,499
 Group 3 - 14,500 --- 14,999
 Group 4 - 14,000 --- 14,499
 Group 5 - 13,500 --- 13,999
 Group 6 - 13,000 --- 13,499
 Group 7 - 12,500 --- 12,999

Group 8 - \$12,000 --- 12,499
 Group 9 - 11,500 --- 11,999
 Group 10 - 11,000 --- 11,499
 Group 11 - 10,500 --- 10,999
 Group 12 - 10,000 --- 10,499
 Group 13 - 9,500 --- 9,999

MEDIAN SALARIES IN UNIVERSITY LIBRARIES-RANK ORDER TABLES

1975-76				1976-77			
Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	British Columbia	\$ 18,900	1	1	British Columbia	\$ 20,738
	2	Calif., Berkeley	18,768		2	Calif., Berkeley	20,268
	2	Calif., Davis	18,763		2	Calif., Davis	20,268
	4	Calif., Santa Barbara	18,096		4	Calif., Santa Barbara	19,608
	5	Calif., Los Angeles	17,484		5	Calif., Los Angeles	18,936
	5	Calif., San Diego	17,484		6	Alberta	18,512
	7	Alberta	16,582		7	Toronto	17,832
	8	Pennsylvania State	16,452		8	Calif., San Diego	17,712
	9	Colorado State	16,000		9	Pennsylvania State	17,160
	9	Howard	16,000		10	Rutgers	17,000
	11	Stanford	15,748		11	McGill	16,977
	12	McGill	15,689		12	Colorado State	16,800
	13	Toronto	15,657		13	Oregon	16,606
	13	Hawaii	15,648		13	New York	16,600
	15	New York	15,500		15	Stanford	16,172
2	16	Colorado	15,330	2	16	Howard	16,000
	17	Massachusetts	15,119		17	Minnesota	15,965
	18	Wayne State	15,036		17	Queen's University	15,950
	19	Minnesota	15,000		19	Pennsylvania	15,850
	19	Rutgers	15,000		19	Colorado	15,835
3	19	SUNY, Stony Brook	15,000	2	21	Columbia	15,650
	22	McMaster	14,800		22	Iowa State	15,340
	22	Pennsylvania	14,800		23	Texas	15,315
	24	Southern Illinois	14,784		24	Ohio State	15,288
	25	SUNY, Albany	14,727		25	MIT	15,250
4	26	Columbia	14,650	3	26	Michigan	15,144
	27	Purdue	14,600		26	Massachusetts	15,122
	28	Ohio State	14,568		29	Houston	15,078
	29	Texas A&M	14,499		30	SUNY, Stony Brook	15,000
	30	Texas	14,340		30	Yale	15,000
5	31	Michigan	14,316	4	32	Arizona State	14,900
	31	Houston	14,307		33	Harvard	14,862
	31	Iowa State	14,300		34	Temple	14,779
	34	Queen's University	14,225		35	SUNY, Albany	14,743
	34	Oregon	14,215		36	Dartmouth	14,715
5	34	Harvard	14,200	4	36	Miami	14,700
	37	SUNY, Buffalo	14,145		36	Purdue	14,700
	38	MIT	14,100		39	SUNY, Buffalo	14,671
	38	Yale	14,100		40	Maryland	14,615
	40	Johns Hopkins	14,040		40	Virginia Polytechnic	14,600
5	41	Dartmouth	13,977	4	42	Kent State	14,550
	42	Maryland	13,870		42	Cincinnati	14,500
	43	Connecticut	13,713		42	Georgetown	14,500
	44	Temple	13,699		45	Texas A&M	14,490
	45	Georgetown	13,500		46	Connecticut	14,441
	45	Miami	13,500		47	Chicago	14,325
					48	Cornell	14,200

MEDIAN SALARIES IN UNIVERSITY LIBRARIES-RANK ORDER TABLES

1975-76				1976-77			
	Rank	Institution	Salary		Rank	Institution	Salary
5	45	Michigan State	\$ 13,500		48	Johns Hopkins	\$ 14,190
	45	Virginia Polytechnic	13,500		48	Kansas	14,183
	45	Cincinnati	13,499		51	Duke	14,150
	50	Illinois	13,420		51	Iowa	14,150
	50	Cornell	13,400	4	53	Washington State	14,110
	50	Kansas	13,400		54	Arizona	14,070
	53	Chicago	13,348		54	Washington	14,064
6	53	Washington	13,332		54	Princeton	14,050
	53	Washington State	13,285		57	Case Western	14,000
	56	Washington Univ., Mo.	13,250		57	Michigan State	14,000
	57	Iowa	13,200		57	Rice	14,000
	57	Kent State	13,200		57	Western Ontario	13,995
	59	Arizona	13,125		61	Washington Univ. Mo.	13,625
	60	Wisconsin	13,008	5	62	Indiana	13,600
	61	Indiana	13,000		63	Illinois	13,565
	62	Northwestern	12,940		64	Nebraska	13,500
	63	Brigham Young	12,850		65	Oklahoma	13,440
	63	Louisiana State	12,850		66	Southern California	13,402
	65	Rice	12,825		66	Brigham Young	13,400
7	66	Princeton	12,800		68	Pittsburgh	13,380
	66	Duke	12,800		68	Northwestern	13,365
	68	Georgia	12,600		68	Wisconsin	13,365
	69	Southern California	12,584		71	Louisiana State	13,328
	70	Arizona State	12,550	6	72	Boston	13,300
	71	Nebraska	12,524		73	Georgia	13,200
	72	Case Western Reserve	12,500		73	Virginia	13,200
	73	Kentucky	12,490		75	Tennessee	13,115
	73	Oklahoma State	12,480		76	South Carolina	13,036
	75	Pittsburgh	12,360		77	Alabama	13,000
	76	South Carolina	12,300		77	North Carolina	13,000
8	77	Utah	12,100		77	Notre Dame	13,000
	77	North Carolina	12,090		77	Rochester	13,000
	79	Syracuse	12,040		81	Syracuse	12,787
	80	Notre Dame	12,000	7	82	Kentucky	12,705
	80	Rochester	12,000		83	Emory	12,600
	80	Virginia	12,000		84	Florida State	12,447
	83	Western Ontario	11,972		85	Missouri	12,125
	84	Tennessee	11,710	8	85	Oklahoma	12,122
9	84	Florida State	11,705		87	Utah	12,100
	84	Boston	11,700				
	87	Missouri	11,594	9	88	Brown	11,984
	88	Brown	11,500		89	Joint University	11,731
	89	Emory	11,450	10	90	Florida	11,430
	89	Florida	11,430		90	Tulane	11,340
10	91	Alabama	11,200				
	92	Oklahoma	11,000				
	93	Joint University	11,025				
11	94	Tulane	10,653				

Hawaii, McMaster & Wayne State figures not available for 1976-77.

FOOTNOTES

ALBERTA	Excludes Extension Library, Boreal Institute Library and St. Joseph's College Library.
BOSTON	Excludes the Theology Library.
BROWN	Excludes the John Carter Brown Library
CALIFORNIA, BERKELEY	Excludes Giannini Foundation of Agricultural Economics Research Library, Governmental Studies Library, Industrial Relations Library, Institute of International Studies Library, Transportation and Traffic Engineering Library, Water Resources Archives Library and Lawrence Hall of Science Library.
COLORADO	Excludes libraries in Colorado Springs and Denver.
CONNECTICUT	Figures do not include longevity payments made to employees with 10+ years of service.
FLORIDA	Exact figures for 1976-77 not yet available.
ILLINOIS	Excludes Chicago Circle Campus Library.
IOWA STATE	Five positions on a 9-month basis not included.
JOHN CRERAR	Salaries do not change annually per fiscal year. No data available for 1976-77.
JOHNS HOPKINS	Excludes School of Advanced International Studies, School of Hygiene & Public Health, and Applied Physics Laboratory.
LIBRARY OF CONGRESS	Figures for 1976-77 do not reflect salary increase of 5.2% granted in October 1976.
LOUISIANA STATE	Excludes libraries in Alexandria, Shreveport, Eunice and New Orleans, Medical Centers in Shreveport and New Orleans.
MCGILL	Figures for 1975-76 salaries reported last year for McGill did not reflect a cost-of-living increase of 16.4%. The 1975-76 salaries reported here have been revised to include this increase.
MARYLAND	Figures are for College Park Campus library only; reports for FY 1975 and earlier years included libraries outside the system.
MICHIGAN	Excluded libraries on other campuses are Dearborn Campus Library and Flint College Library; also excludes Business Administration Library, Clements Library, and Michigan Historical Collections, which are not administratively a part of the University Library.

NATIONAL LIBRARY OF MEDICINE	Excludes National Medical Audiovisual Center in Atlanta, Georgia.
NORTH CAROLINA	Excludes Institute of Government Library.
OHIO STATE	Excludes English Department Library.
OREGON	Excludes Health Science and Dental Libraries in Portland.
SMITHSONIAN	Excludes Freer Gallery of Art, National Collection of Fine Arts/National Portrait Gallery, Woodrow Wilson International Center for Scholars, and Hirshhorn Museum.
SOUTH CAROLINA	Excludes USC libraries located outside of Columbia; these libraries were included in 1975.
SOUTHERN CALIFORNIA	Excludes Hancock Library of Biology and Oceanography and Andrus Gerontology Center Library.
STANFORD	Excludes director's salaries for the libraries of the Graduate School of Business Library, Stanford Linear Accelerator Library, Hoover Institution Library, Food Research Institute Library, and Law and Medical Libraries.
SYRACUSE	Utica College library is not included. Also excludes salary of Head Law Librarian.
TEXAS A & M	Only 7 librarians included are on a 12-month appointment.
TORONTO	Excludes libraries of Education, Library Science, Music, Dentistry, Fine Arts and Criminology.
VIRGINIA	Excludes library of Clinch Valley, a branch of the University of Virginia located in Wise, Virginia.